

COLLECTIVE+MIND



Welcome to Networks in Action!

We believe in the power of networks to foster collective action. We understand the unique struggles that networks face and the specialized approaches and strategies necessary for networks to be effective.

Our goal is to help **you** and **your network** be better equipped to create impact.

Welcome! Please check in...

Name	Network/ Organization	Where in the world are you today?	How are you feeling today?
Anthony Johnson	Nashville Public Health Department	Nashville, TN	Sad (A colleague's son recently died)
Sonia Dhawan	Digitunity	Baltimore, MD	Ready to engage :)
Kat Daiss	No Means No Worldwide	Oakland	Tired now, but interested!
Sabira De Piero	Media Impact Funders	New Hope, PA	So tired - I have a 2 yr old who doesn't sleep -but happy to be with you all today! :D
Jennifer Mariano	Community Health Partnership	Colorado Springs, CO	Zoom fatigue this week!

Welcome! Please check in...

Name	Network/ Organization	Where in the world are you today?	How are you feeling today?
Aimee Fenech	Eco Hacker Farm / Minimum Viable Academy / Permaculture CoLab	Spain	A little tired
Motunrayo Fagbayi	Malala Fund	London	Expectant
Carissa Beatty	Emory Centers for Public Health Training and Technical Assistance / Emory University	Atlanta, GA	Overwhelmed.. But also curious
Marta Kanarkiewicz	MitOst	Berlin, Germany	Overwhelmed with information and inputs for the day
Hajra Daly	Refugee Trauma Initiative	London, UK	Feeling good

Agenda for today

- Welcome and check-in
- Setting the scene (brief presentation)
- **What?:** Definitions (short breakouts)
- **So what?:** Implications (slightly longer breakouts)
- **Now what?:** Full group identification of key takeaways
- Closing

Equity: What? (Defining “equity”)

Justice

Ensuring fairness

Just, fair, equal inclusion of all regardless of identity

Recognizing we don't all start from the same place and making adjustments to address imbalances and eliminate disparities

Strategies to promote fairness in policies and programs

Provide a level playing field

Creating an environment in which everyone has a fair chance

Creating entry points for all

Equity: What? (Defining “equity”)

Access

Equal, same opportunities

Opportunity, access, and ability to participate are provided to every person regardless of the level of their needs

Having the ability to access and make use of resources people need to thrive

Fair distribution of resources, opportunities, and support

Everyone has what they need to thrive and outcomes aren't predictable by identity markers

Recognition that certain communities have historically been overserved due to systemic advantages and access and others underserved

Equity: What? (Defining “equity”)

Respecting and meeting differences

The needs of all are met on their terms and based on their individual needs

Being mindful of each person’s individual experience and circumstances

Not treating everyone, or all communities, identically

Individuals of varying identities fairly participate in communities and access systems in proportion to their needs

Identities do not predict outcomes or the ability to reach our full potential

Equity: So what? (What does equity mean for our networks?)

Participation in our network

Everyone has a seat at the table. Everyone has a voice and is heard

Everyone has a voice - and those affected have a louder voice

Different people and organizations express different levels of engagement at different times

Equality of access

Creating spaces for all voices to be heard and represented in the network's objectives, activities, functions, and decision making processes

Ensuring diversity at all levels (individual, organizational, community)

Ensuring that everyone feels respected

Ensure that groups/communities are not at a disadvantage due to lack of resources and connections

Collaborative processes

Making community spaces accessible to whoever needs them

We are flexible to create conditions to provide opportunities, access, and abilities to participate

Equity: So what? (What does equity mean for our networks?)

The way our network works

Clearly articulating and living our values

Integrating identities and access as formation and implementation of shared values and mission

Moving from empathy to awareness

Everyone is welcomed and recognized

Bolster culturally and geographic diversity

Everyone leads

Support needs to show up in all facets of the work from decision making, leadership, access to info, etc.

Power flows all ways

Liberative power sharing and decision making

Everyone can find something that they need to grow

Equity: So what? (What does equity mean for our networks?)

The work of our network

Commitment to using an equity lens in programming

Playing an active role in the removal and transformation of oppressive systems

Working intersectionally to address the structural determinants of equity/inequity

Sharing resources, making sure all have access to resources they deserve

Equity: Now what? (Our equity-related challenges)

How do we...

- Integrate equity into all levels of network development (design, participants, leadership)
- More actively recognize and address power imbalances even when unintentional, and how this impacts how we work together
 - Leverage experts already in the network to advance our equity work within and out
 - Make room for new/emerging leaders
- Acknowledge and address individual needs while still serving the needs of the collective group
- Foster equitable member engagement (with a diverse, dispersed membership who speaks multiple languages)
 - Ensure equity in access to information to increase learning
- Address power structures related to money/budgets, governance, formal leadership roles

Equity: Now what? (Our equity-related challenges)

How do we... (continued)

Engage more diverse (non-White) colleagues, find the voices to include

See our blind spots

Articulate our commitments to equity in foundational documents that make them actionable

Determine shared understandings and language around equity with network members and partners

Address root causes, not just focus on solutions

Allocate work and develop processes that are sustainable and respect different capacities and roles

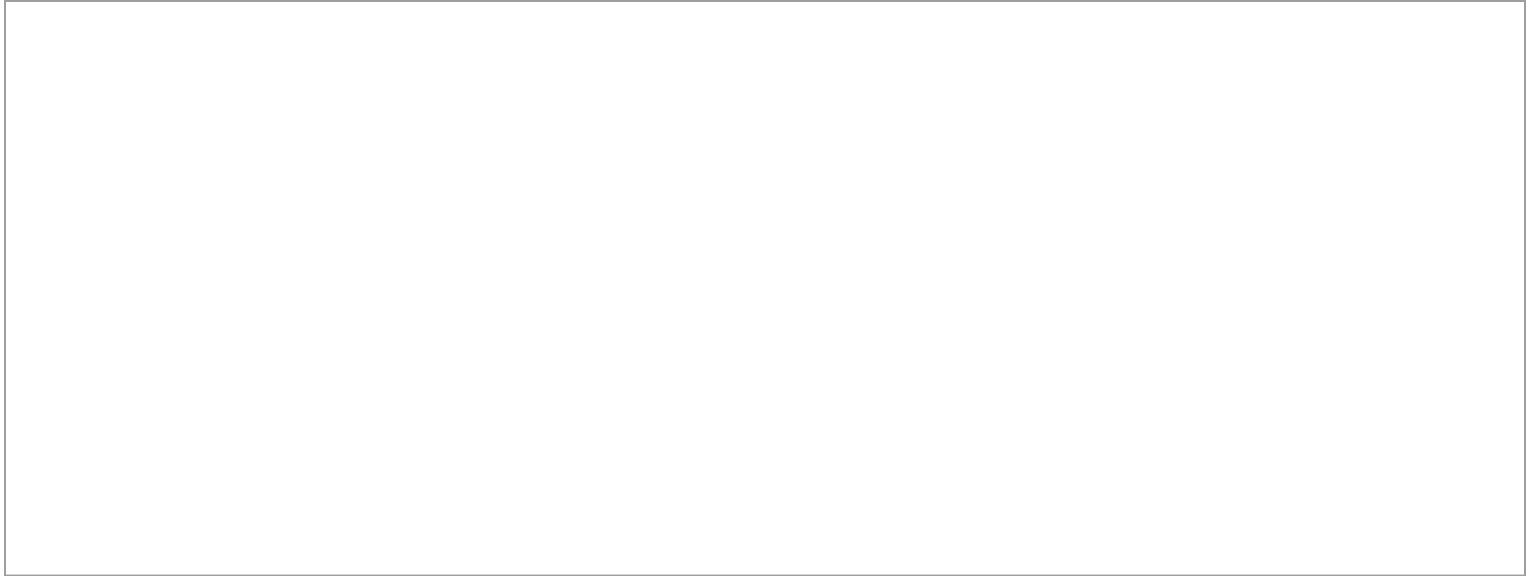
Recognize contributions from active members while encouraging less-active ones to see that their perspectives are valued and needed too

Align values and funding, working within funding constraints

Find the right communications methods and mechanisms

Balance the need for financial contributions from members with the need to include those that can't afford to pay

Questions? Reflections?

A large, empty rectangular box with a thin black border, intended for users to write their questions or reflections. It occupies the central portion of the slide.

Equity: What? (Defining “equity”)

- Room 3: Can't define equity without considering historical perspective
 - Room 3: Equity as a word with multiple meanings one of which is related to financial use for value (implying money) but used differently in modern community set ups
 - Room 3: Outcomes (financial, education, health, etc) are not predictable by race, gender, sexual orientation, etc - this must be written into the architecture of our society
- Room 4 - Katherine, Jennifer, Sabira: Speaking to level of need (fence analogy) - spans all types of identities

Equity: So what? (What does equity mean for our networks?)

Room 4: not make this equal but equitable (low bandwidth, pushing people up / diversity stipends / mentorship pairing)

A level of shame around identifying or outing self as marginalized by applying for a stipend or financial support
Too burdensome process, before app process understanding the issues
Encouraging mutual aid as being normal business as usual rather than an exceptional help

Room 3: Representation!

Representing the smaller players, not just the big players - lived experience
Ensuring the best representation among membership that is broad/national
The network itself should be the leader - active intentions for inclusion (we don't know better just because of where we are)

Room 5: Recognize that no one can think of every existing marginalization . Develop process for when a person is wronged or harmed, we are able to respond and improve

Equity: Now what? (How do we move forward?)

How did this go?

Please take our [very brief feedback survey](#) - **thank you!**

Upcoming Opportunities

Networks 101 - February 23rd at 8am US ET

- Learn about what networks need to be effective and impactful

Network Management 101 - March 9th at 1pm US ET

- Join us to learn about and discuss effective network management practices and skills

Community Conversation – March 16th or 23rd TBD

- Topic TBD

Interested in serving on the panel of a Community Conversation?

Check out upcoming topics and let us know!

Check out our current professional development opportunities through Collective Mind Academy and watch our weekly newsletter for new content and opportunities!